



**Service Employees
International Union
Local 503,
Oregon Public
Employees Union**

Impact Statements

Resolution:

Anti-Bullying and Anti-Harassment

Legal Impact

No legal impact. This resolution renews an existing (and expiring) General Council resolution that establishes priorities for future bargaining and political advocacy.

Equity & Inclusion Impact

This resolution has a positive equity impact. Workplace bullying and harassment disproportionately impacts women, workers of color, and members of the LGBTQIA2S+ community. This renewed resolution explicitly names these communities and seeks to move anti-bullying and anti-harassment policies at the state, local, and workplace levels, including tracking and enforcement of those policies.

Financial Impact

No impact

Political Impact

Since the 2018 General Council passed a resolution to address discrimination and harassment, our union has supported bills such as the Oregon Workplace Fairness Act and a companion bill to extend the same rights to public employees. Harassment and discrimination are already prohibited in Oregon, and it is important that we continue our work to hold employers accountable to following the law and take action when they are not. Our union works regularly with organizations who are experts in fighting issues of bullying, harassment, and discrimination and we can draw on their expertise to advocate for policies that extend to workplace bullying.